

MINUTES
PERSONNEL COMMITTEE

Wednesday, May 14, 2014

City Hall, Room 604

4:45 p.m.

Members Present: Ald. Andy Nicholson, Ald. Thomas DeWane, Ald. Guy Zima

Members Excused: Ald. Thomas Sladek

Others Present: Ald. David Nennig, Dawn Foeller, Tony Wachewicz, David Litton,
Tom Molitor, Steve Grenier, Melanie Falk and others.

1. Roll Call.

2. Adoption of the Agenda.

A motion to adopt the agenda was made by Ald. Nicholson, seconded by Ald. Zima. Motion carried 3-0.

3. Approval of the minutes of the meeting of March 25, 2014.

A motion to approve the minutes of the meeting of March 25, 2014 was made by Ald. Nicholson, seconded by Ald. Zima. Motion carried 3-0.

4. Election of Officers.

A motion to nominate Ald. Nicholson as Chair was made by Ald. DeWane and seconded by Ald. Zima. Motion carried 3-0.

A motion to nominate Ald. Zima as Vice Chair was made by Ald. DeWane and seconded by Ald. Nicholson. Motion carried 3-0.

5. Request to fill the following positions and all subsequent vacancies resulting from internal transfers.

a. Division Chief of Training and Support – Fire Department

A motion to approve the request to fill Division Chief of Training and Support position in the Fire Department and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Zima. Motion carried 3-0.

b. Equipment Operator – Public Works

A motion to approve the request to fill Equipment Operator position in Public Works and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Zima. Motion carried 3-0.

c. Sweeper Flusher Operator (Nights) – Public Works

A motion to approve the request to fill Sweeper Flusher Operator (Nights) position in Public Works and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Zima. Motion carried 3-0.

d. Administrative Clerk – Finance

A motion to approve the request to fill Administrative Clerk position in the Finance Department and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Zima. Motion carried 3-0.

e. Administrative Clerk/Payroll - Finance

A motion to approve the request to fill Administrative Clerk/Payroll position in the Finance Department and all subsequent vacancies resulting from internal transfers was made by Ald. DeWane, seconded by Ald. Zima. Motion carried 3-0.

6. Request by Ald. Nicholson, to review and discuss with possible action, the Housing Administrator job description.

A motion to hold the request by Ald. Nicholson to review and discuss with possible action, the Housing Administrator job description was made by Ald. Zima, seconded by Ald. DeWane. Motion carried 3-0.

7. Request by Ald. Nicholson to review the progress of the traffic unit within the Green Bay Police Department.

Chief Molitor provided the committee members with a report on traffic enforcement operations. Ald. Nicholson inquired about the changes that have taken place since the retirement of the three officers who were assigned to the traffic unit. Chief Molitor explained there has been a change in focus regarding traffic matters. Instead of focusing on the number of tickets as was done before, the department is now focusing on problem solving, and working with Public Works to identify where the most dangerous street segments are in the City. The department can then focus attention on those areas to help alleviate traffic problems and to reduce the harm of injury and accident in those high danger areas.

Ald. Zima inquired if there has been a reduction in staff. Chief Molitor stated in the past, there was a unit whose main focus was writing traffic citations. A measure of their success was the number of citations issued. The traffic unit

also responded to citizen complaints of speeding on specific streets and would patrol those areas. Currently there are four officers assigned traffic duties, but they also respond to calls for service. Ald. Nicholson's concern is getting traffic enforcement in areas of citizen complaints, for example on Manitowoc Road. Chief Molitor explained the traffic engineer conducted a study a year and half ago, and based on various factors determined Manitowoc Road should be a 35 mph zone. The study also showed the average traffic was traveling at 37-38 mph. A speed board was set up in addition to traffic enforcement at that time. Ald. Nicholson requested the Chief send a squad car to Manitowoc Road and Oakdale for traffic enforcement.

Ald. Nicholson would like to consider going back to a dedicated traffic unit.

Ald. Zima inquired if there has been a change in the table of organization. Chief Molitor explained that when the traffic officers retired, there was a change in how officers were assigned traffic duties. Previously, traffic unit officers counted towards minimum staffing, but did not pick time off with the shifts, thereby creating overtime issues. It was difficult to manage. Discussion continued regarding revenue versus the cost of traffic enforcement, the history of the number of officers in the department, current police officer vacancies, recruitment and staffing.

A motion to direct the Police Chief to report back at the next Personnel Committee meeting on revenue dollars generated by traffic citations for the last three years was made by Ald. Zima and seconded by Ald. DeWane. Motion carried 3-0.

8. Request by Ald. DeWane, to discuss with possible action, hiring an outside consultant to study the Green Bay Police Department organization and discuss any cost savings the consultant may bring forward at a later committee meeting.

A motion to hold the request until the next Personnel Committee meeting regarding hiring an outside consultant to study the Green Bay Police Department organization was made by Ald. DeWane, seconded by Ald. Zima. Motion carried 3-0.

9. Request by Police Chief Molitor to approve tuition reimbursement for Network Technician Steve Meadowcroft while employed in the Police Department in accordance with the tuition reimbursement provisions for sworn police personnel.

Chief Molitor stated in accordance with the collective bargaining agreement, sworn Police Department personnel are eligible to receive a maximum tuition reimbursement of \$1,200 per year. Mr. Meadowcroft is a non-sworn employee and the department is very supportive of his pursuit of a bachelor degree. Network Technicians and programmers are in high demand and retaining Mr.

Meadowcroft is important to the department. Tuition reimbursement is not available to administrative or non-sworn employees.

A motion to approve tuition reimbursement for Network Technician Steve Meadowcroft while employed in the Police Department in accordance with the tuition reimbursement provisions for sworn police personnel was made by Ald. DeWane, seconded by Ald. Zima. Motion carried 3-0.

10. Report of Routine Personnel Actions for regular employees.

A motion to receive and place on file the report of Routine Personnel Actions for regular employees was made by Ald. DeWane, seconded by Ald. Zima, motion carried 3-0.

11. Discussion with possible action on dates and times of future Personnel and Finance Committee meetings.

After discussion, the committee decided to continue to meet on Tuesdays at 4:30 p.m.

There being no further business, a motion to adjourn was made by Ald. DeWane and seconded by Ald. Zima at 5:36 p.m. Motion carried 3-0.

Respectfully submitted,
Peggy Barden
Recording Secretary